

*****July 24, 2021*****

The Signal Mountain Town Council held a Special Called meeting on Saturday, July 24, 2021. The meeting was called to order at 8:04 a.m. Those present were:

Those present were: Mayor Charles Poss
Vice Mayor Susannah Murdock
Councilmember Vicki Anderson
Councilmember Andrew Gardner
Councilmember Dan Landrum

Also present were: Town Manager Boyd Veal
Finance Director/Town Recorder Carol White
Special Proj. & Compliance Manager Sam Guin
See attached list for others present

Mayor Poss led the pledge of allegiance. A moment of silence was observed.

Citizen Comments

Mayor Poss asked if there were any requests to address the Council.

Bill Sonnenburg, Ohio Drive, spoke in favor of upgrading and implementing the proposed pay scale for employees. He suggested the Council do a press release and inform residents why this increase is important and needed.

Joe Brown, Rock Moore Lane, spoke in opposition to the proposed pay plan and the associated process.

Anne Hagood, James Boulevard, spoke in support of the proposed pay plan.

There being no further requests, the meeting proceeded.

Ordinances

1. "AN ORDINANCE AMENDING SECTION 18-107 OF THE TOWN CODE TO ESTABLISH NEW WATER RATES FOR THE TOWN OF SIGNAL MOUNTAIN WATER UTILITY BEGINNING SEPTEMBER 1, 2021."

Councilmember Landrum made a motion to approve the first reading of the Ordinance. Vice Mayor Murdock seconded the motion. All present being in favor, the first reading of the ordinance was approved.

Discussion

a. Budget FY 2021-2022.

Town Manager, Boyd Veal, explained that the Personnel Committee has recommended adopting the pay plan proposed by Burris, Thompson once compression issues have been addressed, which has been completed. Council discussed an e-mail they received from Kathy Corley who is a member of the Personnel Committee (copy attached). Mr. Veal explained that compression adjustments had only been made from step 1 to 4, below Ms. Corley's recommendation. In addition, Mr. Veal stated that there were only 9 of 84 employees who are above the market rate, and those 9 employees have an average tenure of 14.6 years each. Mr. Veal further explained, that with the proposed plan at 4%, 52 of the 84 employees are only at step 1. Mr. Veal stated that he had no problem being excluded from the pay plan increases in order to help facilitate moving the implementation forward.

Following extensive Council discussions on the financing of the proposed pay plan, revenue sources, and the budget, Councilmember Landrum made a modified motion to amend the proposed budget by approving the pay plan using a calculation of 3% across the board, then implement the step plan as proposed by Burris, Thompson; remove the Town Manager from the pay increase; calculate the property tax increase at \$.06 cents, with the Town Manager to utilize the fund balance for any overage. Mayor Poss seconded the modified motion. The motion was approved by roll call vote, with Mayor Poss, Vice Mayor Murdock, and Councilmember Landrum in favor, and with Councilmembers Anderson and Gardner opposed.

Councilmember Gardner made a motion to calculate the impact on the general fund balance if the Town proceeded with the above approved action but without the \$.06 cent increase. The motion was seconded by Councilmember Anderson. The motion was approved by roll call vote, with all Councilmembers present voting in favor of approving the motion.

Mr. Veal informed the Council that he has been contacted by Chip Baker, District 2 Hamilton County Commissioner, and Vice Mayor Murdock regarding a proposed multi-jurisdictional planning study. He said they have requested the Town to support the study by contributing \$30,000.00. All present being in favor, it was agreed to add this item to the budget.

Council suspended all other business.

The meeting was adjourned at 11:56 a.m.



Charles Poss, Mayor


Recorder